

Can You Use This Boy?

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He is a
Vocational Farm
Volunteer



EMERGENCY FARM LABOR PROGRAM

Circular 571

UNIVERSITY OF ILLINOIS · COLLEGE OF AGRICULTURE

EXTENSION SERVICE IN AGRICULTURE AND HOME ECONOMICS

Mr. Farmer:



There is a boy who wants to help you

He is one of a large number of *Victory Farm Volunteers* from our towns and cities who have offered to work on farms.

He would like to work by the month and live with your family. He is willing to come for a week-end trial on your farm sometime early this spring. Such a tryout will give you and the boy a chance to get acquainted

and to find out whether you can work together.

He is earnest. He wants to do his part in helping to produce more food. Thousands like him worked on farms during 1943 and made good.

He is willing to learn. Altho he may not know much about farm work, he has a sincere ambition to learn. He believes that you will welcome his offer to help; that you will understand the sincerity of his purpose; and that you will accept his inexperience and teach him from your long experience.

The goal of the *Victory Farm Volunteer* program for 1944 is to place at least four of these boys (or girls) in each township of the labor-deficit counties of Illinois and supervise their work.

If you are willing to help this boy and at the same time help yourself, write or call your county farm adviser.

Yours sincerely,

THE VICTORY FARM VOLUNTEER PROGRAM

can succeed only as patriotic and high-minded men and women out on the farms lend their support. They supply the training ground, the instruction, and the experience.

State Supervisor
Emergency Farm Labor

Assistant State Farm Labor Supervisor
Victory Farm Volunteers

. . . He Can Do Farm Work

His qualifications are good.

He is between 14 and 18 years old, physically fit, and able to do farm work. He is a typical American boy—eager and anxious to serve his country by serving you.

He is willing to use his vacation when school is out in the spring to do work that is hard and unfamiliar, and to accept wages probably much less than he could get in the city because he believes you need him.

The boy may have acquired some knowledge of the life and work on a farm from special classes in high school,¹ or he may be one of the several thousand boys who had some firsthand experience when they worked on farms last summer.

He can replace experienced help. The supply of experienced help is nearly exhausted; there will be little or none available until after the war. This inexperienced boy will become a valuable farm hand if you are willing to use a little extra time, effort, and patience to teach him. Wages for the *Victory Farm Volunteers* last season ranged from about \$30 to \$50 a month with board and room. This was less than the cost of experienced help, and 85 percent of the farmers who employed these volunteers were satisfied with their work.

He can be selected to fit your needs. The farm adviser in your county, who is in charge of the farm labor program locally, can help you find the right type of boy for your work. After you have selected the boy, it is a good idea for you to give him a week-end trial as early as possible in the spring. Then you can see for yourself how he can handle the work.

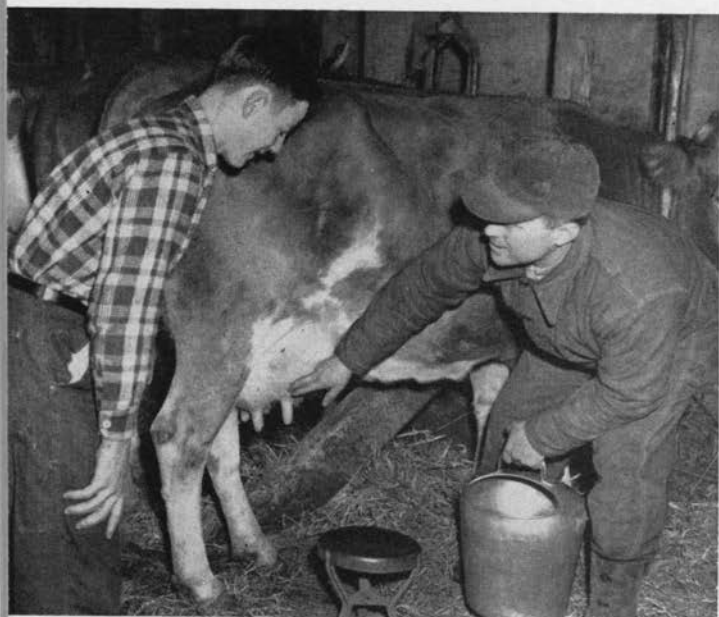
He will learn quickly. If you are patient, understanding, and willing to follow a few simple steps in helping the boy learn the jobs required of him, you can use him to advantage. **Adequate job instruction is one of the keys to success in using any inexperienced help.**



¹The training portion of the *Victory Farm Volunteer* program in high schools is supervised by the State Board for Vocational Education.

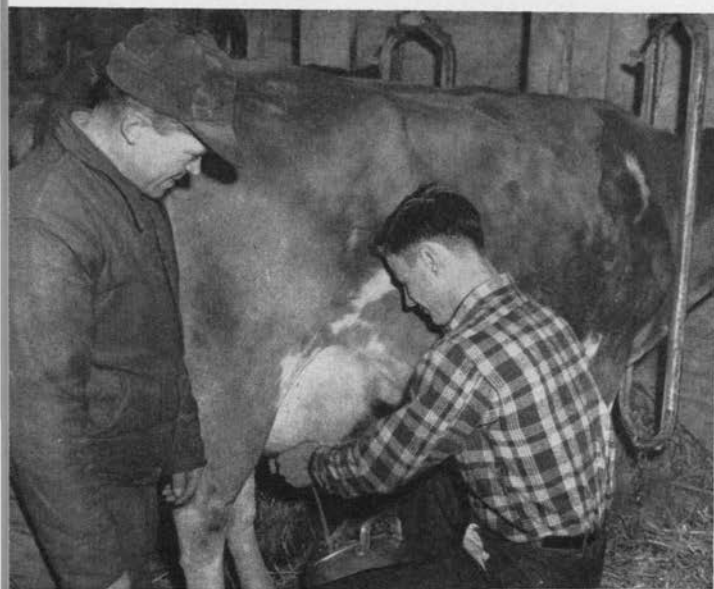
HOW YOU CAN HELP A

Before starting a boy on a job **GET ACQUAINTED** with he is needed and welcome. Get his interest by having him of the work he is to do. Get his attention and keep it. T



1. Tell him

Explain the main points about the job. Tell him the names of the tools and equipment he is to work with, or many of your words are likely to have little meaning to him. . . . Tell him *slowly, simply, and clearly*. Take up one point at a time.



3. Let him do it

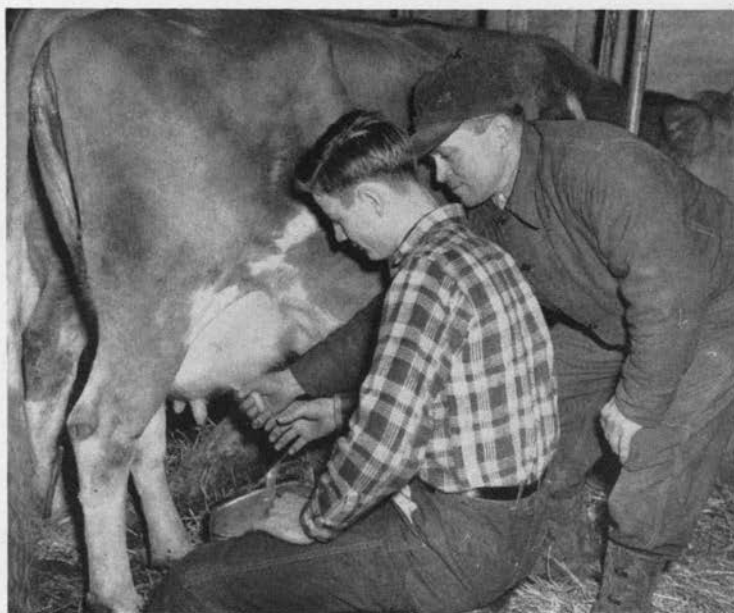
Have him do the job while you stay nearby. Help straighten out his mistakes. Be patient. . . . Have him *tell you and show you* how to do the job—have him repeat job and instructions until you **KNOW** he knows.

BOY LEARN EACH JOB

PUT HIM AT EASE, be friendly, make him feel that you share some of his experiences. Explain the importance of every new job, follow these steps in teaching him:

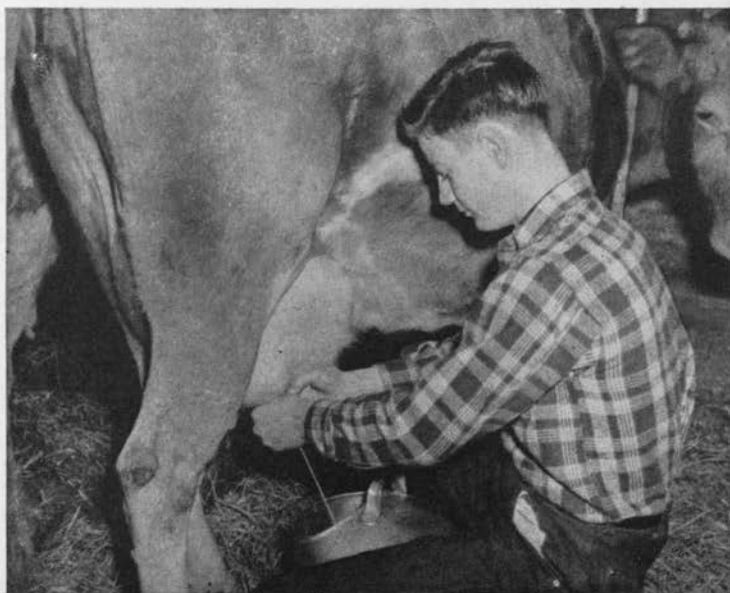
2. Show him

Go thru the motions yourself. Explain your reasons for doing the job the way you do. Be sure he watches you closely and understands each operation. . . . Show him one point at a time. Stress key points. Encourage him to ask questions.



4. Put him on his own

Let him work by himself, but check up on his work until you are sure he is doing it right. . . . Be certain that he knows what to do in emergencies. Use judgment about leaving him very far from experienced help.



HOW YOU CAN INCREASE THE BOY'S VALUE

Let the boy know that he is expected to do a day's work for a day's pay, but allow him at least a few days for a gradual break-in period until he becomes accustomed to his new work. Even if you have shown him clearly and patiently how to take hold of each job, don't expect him to be a seasoned worker the first week. Remember that the boy has volunteered to help because he believes that he is needed. A boy with that spirit is valuable—it is up to you to increase his value.

Check on Yourself

Before finding fault with the boy's work, be sure you have done your part. Ask yourself these questions:

Did I first do what I could to get his interest and make him feel at ease?

Did I *tell him* how to do the job in words he could understand?

Did I *show him* how?

Did I *let him do it* while I stood by?

Did I *put him on his own* when he was ready?

Don't be annoyed because the boy does not know some of the simplest things about farming. You might be just as unfamiliar with some of the easiest jobs in a city factory.

A Satisfied Boy Does Better Work

You can do much to relieve the boy's feeling of loneliness, which is almost sure to appear sometime during his first few days on the farm. Treat him as you would like to have your own son treated if he were working away from home. **Be a pal to the boy as well as a boss.**

This job may be the first real one this boy has undertaken, and it may be the first time he has lived away from home. Perhaps he knows very little about farming, but his mother or father may have had a farm background and aroused his desire to work on the land.

Pleasant, friendly surroundings will do much to make this boy happy and satisfied. If he is satisfied, he will be a better worker. Take every opportunity to give him recognition and praise when the work is well done. Give him responsible jobs in keeping with his age, strength, and ability.

BE FRIENDLY • FAIR • PATIENT

YOUR RESPONSIBILITY

Preventing Accidents

Getting farm work done is never important enough to justify taking unnecessary risks. See that accidents don't happen. Appropriate and careful instructions and intelligent supervision will prevent most accidents.

Warn about accidents. Explain that carelessness may cause injury not only to the one who is careless but also to others working with him. Point out the right way to use each piece of equipment, and impress on the boy the necessity for following instructions to the letter.

Make sure machinery is in good working condition and that the boy knows how to operate it before you give it to him. Until you have had a chance to see how he reacts in emergencies, have him work in the same field with you.

Emphasize need for care in handling livestock. Warn the boy that abuse or carelessness in handling animals will not only endanger himself but will also cut down production.

Liability and Accident Insurance

A farmer's legal liability for accidents to a *Victory Farm Volunteer* is no different from that for other workers whom he employs. If an employe is injured because of negligence attributable to the farmer, the farmer is liable. It is a good idea to buy an insurance policy covering this liability. The cost is small.

In addition, a special accident policy for *Victory Farm Volunteers* is issued by a number of insurance companies. Each boy is urged to have one of these policies. Such a policy costs \$4 for three months. Regardless of whether the boy is still in farm work, it pays up to \$250 for medical expenses incurred in any accident, \$500 for loss of life, and up to \$1,000 for loss of limb or sight. Application forms for the *Victory Farm Volunteer's* insurance can be obtained from the county farm adviser.

This special insurance for the boy does not take the place of the farmer's liability insurance.



THESE BOYS MADE GOOD LAST YEAR—They handled many sized jobs on thousands of Illinois farms. They milked cows, cultivated crops, drove tractors, detasseled seed corn, handled machinery, harvested grain, and did countless other jobs.

You can get one of these *Victory Farm Volunteers* to help you this year. See your farm adviser or his farm labor assistant about arrangements.

Picture on front cover was supplied thru kindness of Chicago Board of Education. The boy did farm work for 8 weeks in 1943.

Cooperative Extension Work in Agriculture and Home Economics: University of Illinois, College of Agriculture, and the United States Department of Agriculture cooperating.
H. P. Rusk, Director. Acts approved by Congress May 8 and June 30, 1914.